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## **CURRENT POSITION**

Chicago-Kent College of Law, Illinois Institute of Technology, Chicago, Illinois. Professor of Law (since 1988) and Director, Institute for Law and the Workplace (since 1996), Norman & Edna Freehling Scholar (1990-93), Associate Professor (1984-88), Assistant Professor (1980-84)

Subjects Taught: Labor Law, Employment Discrimination, Employment Relationship, Public Sector Labor Law, Collective Bargaining, Arbitration, Contracts, and Justice and the Legal System.

Administrative Duties: Established Chicago-Kent's Institute for Law and the Workplace; developed and run the school's certificate program for law students seeking to specialize in labor and employment law; recruit law firms, employers and unions to become members of the Institute, develop on-going conferences and activities for Institute members, and engage in other fundraising activities; established the Employee Rights and Employment Policy Journal, arranged for funding and serve as co-editor; coordinate all of the school's labor law programs, including the annual continuing education program on Illinois Public Sector Labor Law (cosponsored with the Illinois Labor Relations Boards); the midwest arbitrators' symposium (cosponsored with the Federal Mediation & Conciliation Service); the annual continuing education program on Federal Sector Labor Law; and the annual Kenneth M. Piper Memorial Lecture in Labor Law.

## **ARBITRATION AND RELATED EXPERIENCE**

Arbitrator, Mediator and Hearing Officer - since 1984

Panels: AAA, FMCS, NMB, Ill. Labor Relations Board, Ill. Educational Labor Relations Board, Wisc. Employment Relations Commission, Chicago Commission on Human Relations (hearing officer), Chicago Teachers Union and Chicago Bd. of Educ. (Grievance mediator and arbitration panel), AFSCME and Cook County Circuit Court, NTEU & IRS

SBAs and PLBs (as of Nov. 2006): BRCC and BLET, BRCC and TCU, CN and BLET, CN and UTU, EJ & E and BLET, E J & E and BMW, EJ & E and IAM, EJ & E and UTU, IHB and UTU, NIRCRC and ARASA/TCU, NIRCRC and BLET, NIRCRC and BRC/TCU, NIRCRC and UTU, NS and BMW, P & L RR and BRC/TCU, SEPTA and BLET, UP and BMW

## **SELECTED PROFESSIONAL ACTIVITIES**

Member, National Academy of Arbitrators (Member, Board of Governors 2006-09)

Fellow, College of Labor & Employment Lawyers

The Labor Law Group - Member of the Executive Editorial Committee

Association of American Law Schools (Labor Law Section Chair 1993, Chair Elect 1992, Secretary 1991)

Reporter, Neutrality Project, Association of Labor Relations Agencies (2003 - present)

Co-Editor, Employee Rights & Employment Policy Journal (1997 to present)

Editor, Illinois Public Employee Relations Report (1990 to present)

Labor Relations Research Ass'n (formerly Industrial Relations Research Association) (Chicago Chapter Pres. 1988-89, V.P. for Programs, 1986-88, Secretary 1985-86)

Association for Conflict Resolution (formerly Society of Professionals in Dispute Resolution)

Admitted to Practice: Illinois, Michigan and federal courts

#### **PRIOR PROFESSIONAL EXPERIENCE**

Illinois State, Local & Educational Labor Relations Boards: I served as a consultant to the three Illinois state agencies that regulate public employee collective bargaining and drafted the regulations implementing the state's public employee labor relations statutes (1984-86). I also consulted with the Illinois Educational Labor Relations Board, assisting it with its decision in *DuQuoin Education Association*, the agency's first union security fee case (1988).

Ohio State University, Columbus, Ohio. Assistant Professor of Business Law. Taught undergraduate and MBA-level courses in government regulation of business, contracts, torts, labor and employment law. Fall 1978-Spring 1981 (on leave 1980-81).

Law Clerk to the Hon. Robert E. DeMascio, U.S. District Judge, Detroit, Michigan: Responsibilities included: research; drafting memoranda on matters pending before the court; drafting and editing opinions, orders, findings of fact and conclusions of law; managing the judge's motions docket; and assisting the judge on pending cases, including *Bradley v. Milliken* (the Detroit school desegregation case). June 1976-June 1978.

Michigan State University, James Madison College, East Lansing, Michigan. Adjunct Instructor. While serving a judicial clerkship, I developed and taught a course called "The American Adversary System" for M.S.U.'s residential social sciences college. Spring 1977, Spring 1978.

#### **SELECTED PUBLICATIONS**

*Labor Law in the Contemporary Workplace* (in progress; under contract to West Group) (with K. Dau-Schmidt, C. Fisk, R. Corrada and C. Cameron).

*Public Sector Employment* (West Group, 2004) (with J. Grodin & J. Weisberger),

*Individual Rights Within the Union* (BNA Books 1988).

*Legal Environment of Business* (Richard D. Irwin 1982, 2d ed. 1985, 3d ed. 1988, 4th ed. 1991, 5th ed. 1994) (with J. Blackburn & E. Klayman).

Editor of *Title VII at 25* (BNA Conference Book 1989).

Contributor to M. Player, *Employment Discrimination Law* (West, Hornbook Series 1988) Contributed sections on statistics

Contributor to H. Eglit, *Age Discrimination* (Shepard's/McGraw-Hill 1982):

*Chapter 16 The Age Discrimination in Employment Act: Protections, Prohibitions & Exceptions*  
*Chapter 17 The Age Discrimination in Employment Act: Enforcement Procedures* (with H. Eglit)  
*Chapter 19 Other Federal Laws Covering Age Discrimination in Employment* (with H. Eglit)

Numerous Articles in Academic and Professional Journals

#### **EDUCATION**

J.D. 1976 - George Washington University: Order of the Coif; Topics Editor, *Geo. Wash. L. Rev.*

B.A. 1973 - Michigan State University: Phi Beta Kappa, Phi Kappa Phi, MSU Debate Team